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International Ladies' Garment Workers' Union
(ILGWU)

11-15-1957

Justice (Vol. 39, Iss. 22)

International Ladies Garment Workers Union (ILGWU)

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Keywords

International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

Comments

Justice was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Vol. XXXIX, No. 22

Jersey City, N. J., November 15, 1957

Price 10 Cents



Picket Dolls During time off from picket duty, striking ILGWUers at Revere's Lingerie in Hillsboro, N. C., make dolls for nearby children's hospital. Here, strikers Nellie Balaskay and Lillian Rhaw present one to young patient.



Xmas Aid

ILGWU Local 425 joined with other local unions in food concession at fair in Martinsburg, W. Va., to raise funds for Christmas candy for needy children.

LOCAL 425
INTERNATIONAL LADIES' GARMENT WORKERS

SECOND FLASH FIRE BURNS 10

A second flash fire in a button-spraying plant, similar to the one that rocked the heart of the New York garment industry on Oct. 23, burned or injured 10 persons, four of them seriously, in a Brooklyn shop on the morning of Nov. 11, it was reported as JUSTICE went to press.

The flames burst forth soon after work started at 9 A.M. at the Michelle Pearl Corp., on the top floor of the three-story building at 238 Avenue St. The foreman had just turned the switch on a spray fan when the entire spray booth suddenly became engulfed in flames. Blinding haze splashed across the shop.

Workers, some with their clothes burning, began to run to the windows, the staircase, the fire escape. Some were already charred by the flames. Rescuers tried to put out the flames consuming the clothes of one victim, but they flared up again, fed, apparently, by burning laquer splashed on the clothing.

Fire Commissioner Edward F. Cavanaugh Jr. said a preliminary investigation disclosed at least three fire violations in the Brooklyn spraying plant.

The door to the fire escape, he said, was equipped with a tricky lock and was surrounded by an illegal enclosure, and the lower section of the fire escape worked irregularly.

He said that the fire, apparently starting from a short circuit in the sprayer, ignited highly volatile acetone used to put a pearl finish on trays of buttons.

N. Y. Labor Dept. Lists Safety Rules

The explosion of a pearllizing button plant on West 34th St. in Manhattan on Oct. 29 was characterized as a "miracle" by Fire Commissioner Cavanaugh because no one was killed in it. Two weeks later, in Brooklyn, a second tragedy, almost the duplicate of the first, is less of a miracle: Now, ten have been burned or injured, four critically.

The safety of those who make garments and the stuff that goes on them cannot be made to depend on luck and so-called miracles. There are laws and agencies to protect the lives of these workers. Mr. Cavanaugh told JUSTICE his department has been closing up plants using inflammable and explosive

materials without taking the most stringent precautions.

"If you people to refuse to work on this kind of stuff before they question whether it is safe," he added. How can a worker know if it is really safe? To what extent can they self-police this kind of work in many cases garment and accessory shops are filled with dan-

(Continued on Page 3)



En Greve!

That's how Montreal cutters tell they're on strike at one of largest dress plants in city, to win enforcement of arbitrator's recommendations.

"Clean Its Union Buster; Textile Unit Obeys Clean

Anti-Unionism for Hire

Many businessmen who hired Nathan W. Shefferman's union-cracking services knew what they were buying and got what they paid for.

Chairman John L. McClellan (D.-Ark.) summed up two and a half weeks of Senate racketeers committee hearings on Shefferman's clients and what Shefferman did for them in a statement "strongly condemning" such activities.

Without charging that "all Shefferman clients 'bought the same thing,'" McClellan said bluntly:

"The services management desired created the need for Shefferman's Labor Relations Associates.

"Management paid the bills and knowingly utilized the services" of LRA "with no compunctions or regrets" until recent revelations.

Shocked of Businessmen

"They were aware of what they were doing and how their money was being utilized."

McClellan's blast came after a final four days of hearings on Shefferman and his pet businessmen and union officials uncovered a tangled tale of union-busting by management and plain payoffs by other busi-

nessmen to avoid "trouble" with unions.

It followed a series of Fifth Amendment pleas by Shefferman, his son Shelton, his former Detroit agent George Kamenow, and officials of Transiers Local 332, Flint, Mich.

Union Busters

These Fifth Amendment pleas were accompanied by reluctant testimony from nine Flint businessmen telling how they paid Kamenow for "entertainment" of the union "boys" at part of the price for avoiding "trouble." The businessmen showed extreme reluctance to acknowledge that they were "buying peace."

In the face of McClellan-Kennedy accusations that they ran a "union-busting" operation and that if they couldn't keep out unions they tried to arrange Transier's contracts, both Sheffermans invoked the Fifth Amendment and refused any direct reply to questions.

UTW Complies

Clean-up measures taken by the United Textile Workers, facing the threat of suspension or expulsion, received the tentative approval of AFL-CIO Pres. George Meany following a meeting with a union committee in New York City. The action brought out these steps so far accomplished by the UTW to restore itself to the good graces of the AFL-CIO.

—Acceptance of the resignation of UTW Pres. Anthony Valente.

—Reversing of a \$104,000 "severance pay" deal to Sec'y-Treas. Lloyd Klenner as the price of his resignation.

—Preparations for a special UTW convention are being made at which new officers will be elected and compliance with the Ethical Practices Codes will be assured.

—Acceptance of a "monitor" to be named by Meany was agreed upon.

The UTW has been sailing in stormy seas since a Senate investigating committee charged Valente and Klenner with using \$57,000 in union funds for purchase of personal property and services. The AFL-CIO Ethical Practices Committee found the union was controlled or substantially affected by corrupt influences and ordered removal of these influences.

Clean-up Ordered

The UTW executive board had earlier accepted the resignation of Klenner, but a majority voted him a farewell present of \$104,000 to be paid over 20 years.

When this came to light the AFL-CIO Executive Council on Oct. 25 ruled that the UTW would stand suspended as of Nov. 15 unless it made swift moves to set its house in order. Unless there was compliance, the council warned, the union would be recommended for expulsion at the AFL-CIO convention opening Dec. 5 in Atlantic City.

The UTW board convened in Washington and accepted the resignation of Valente in accordance with the council order, voted to rescind the payment plan for Klenner and removed Joseph Jacobs as southern director since he had been under the disapproving scrutiny of congressional investigators and the ethical practices group.

Baltimore Hospitality



Mayor Thomas D'Alesandro of Baltimore (second from right), describes city's Equal Employment Opportunities Ordinance to five visiting Indonesian labor leaders touring area as guests of ILGWU. Vice Pres. Angelo Bambace, Upper South Department manager, is at left; at right is Philip Camponeschi of Equal Employment Commission.

WASHINGTON MEMO

by John Herling

Senate Committee Probes Nation's Scientific Snafu

WASHINGTON—A Senate committee under Democratic Majority Leader Lyndon Johnson is going to put Administration officials on the spot to determine what happened to our well-advertised scientific know-how.

There is no doubt that the two agencies that shook the world have racked the smug self-complacency of the Eisenhower Administration. The prestige of the man who scored a stunning election victory just a year ago has been reeled into the distance, and the national scene is crowded with roaring critics.

Harsh and sarcastic words are heard. "That man in the White House"—a phrase not heard since FDR's days—is now repeated with special irony. "That man is NOT in the White House," is the reply.

The positive fact is that the White House has shown more activity and concern about national welfare and the place of intellect and science in the modern world than ever before in the last five years. However, the President's first speech from Washington on "science in national security" did not evoke an image of "blood, sweat and tears." You could still see the shadow of Robert Montgomery over Ike as the President of the United States put on a half-hour show of tranquillizing our discontent.

Conflicts Inside Administration

The conflicts inside the Administration will have to be resolved. The President talks about smoothing out differences between the Army, the Navy and the Air Force research and developments projects. The same day a prominent official denies that there is any overlapping, any destructive competition, any cross-fire of interests in which we citizens are caught.

Perhaps now, with the appointment of James Killian, president of the Massachusetts Institute of Technology, as the President's scientific adviser, some of the administrative bugs will be sprayed out of existence. A scientific adviser in the White House is long overdue.

Perhaps it might be of interest to recall that your Washington correspondent last July 17 raised this question with the President at his news conference:

"In view, Mr. President," I asked Mr. Eisenhower, "of the overwhelming importance of science in modern life, it has been suggested that a cabinet be given a policy position, either in the Cabinet or on the White House staff. Have you given any thought to such a proposal?"

The President replied: "Well, no. We have got the National Science Foundation, you know, and Dr. Waterman and Dr. Bronk are always available to me for instant consultation. Then, of course, we have our scientists in the AEC and the Defense Department and other places. It hadn't occurred to me to have one right in my office, but now that you mentioned it, I will think about it."

Although it's flattering to discover oneself being given credit for planting an idea in the President's mind, the fact is that this should have been given attention by him a long time ago. The idea did not originate with me; I simply did not hesitate to mention it to him. What do they talk about in those White House staff conferences, anyhow?

Maida Springer in Africa To Select Union Trainees

The American labor movement's drive to bring free trade unionism to Africa moved into the action stage this month as AFL-CIO Special Representative Maida Springer, New York Dress Joint Board business agent, left for that continent to help select young African union leaders for training in this country.

The AFL-CIO Executive Council, at its Chicago meeting in August, allocated \$50,000 to bring 15 or 12 promising young men or women, active in the trade union movement of their developing countries, to the United States for education in the techniques of building and maintaining healthy, democratic unions.

The project was recommended by AFL-CIO Vice Pres. A. Philip Rand, who toured a large part of Africa after attending the International Confederation of Free Trade Unions' African Regional Conference in Accra, Ghana, last January.

In announcing it, AFL-CIO Pres. George Meany said the Executive Council is convinced that Africa has grown into "a most important part of the world" where the struggle between democracy and communism is becoming sharper.

Maida Springer attended the Accra conference, and visited several African trade union movements before returning.

On this trip, she will investigate applications for the training schol-

arships in Tanganyika, Kenya, North and South Rhodesia, Nyasaland, Nigeria, Sierra Leone, Ghana and Liberia.

When the successful applicants arrive in this country for their practical training in U.S. trade union operations, the account will be on work in the field.

Under the tutelage of local union officials, they will go through a course designed to familiarize them with all phases of union administration, from organizing and negotiating to handling grievances and running local union meetings.

Union Maids of 1957



Peggy Ryan, Bobby Goldstone and Judy Giddens (standing, left to right), winners of Union Maid contest, observe "sweater girl" Ann Fizzle, looping machine operator and member of Knit-Goods Local 155, working at her bench at Brooklyn plant of Khandor Cashmires, Inc. Sweaters worn by the Union Maids were knitted by union craftsmen.

Meany Bars Visits Of Unions to Reds

AFL-CIO Pres. George Meany has informed the Soviet Union that "no believer in the basic principles of free trade unionism could today conceivably desecrate those principles by undertaking to visit a country whose tyrannical leadership has for the 40 years of its existence been the avowed and uncompromising enemy of all human rights."

The Meany statement was issued following spouting of negotiations in Washington between the American and Soviet governments on expansion of cultural exchanges and delegations.

Independents Spur Liberal-Labor 3-State Wins

Voters in New Jersey, New York and Pennsylvania gave Democratic and Liberal candidates sweeping victories in last Tuesday's elections.

The Democrats re-elected Governor Meyner in New Jersey and also elected a Democratic Assembly in New Jersey for the first time in 20 years.

Mayor Robert F. Wagner of New York City won a landslide re-election, and New York Democrats picked up a gain of six upstate Mayors, while also capturing all five borough presidencies, including the seat of Republican incumbent James Lusk of Queens. Wagner's 1,507,342-to-587,440 victory gave him the biggest plurality ever rolled up by a mayoral candidate in the city's history.

The rise in independent votes, many of them cast by members of unions such as the ILGWU, was reflected in New York by the sizable vote cast on the Liberal Party line for Mayor Wagner. It was further pointed up by the inroads made by the Democratic and Liberal parties in normally heavy Republican suburban and upstate areas.

In Pennsylvania, Democrats won unopposed victories in their strongholds of Pittsburgh, Philadelphia and Scranton and wrested control from the Republicans in seven cities while losing in none. Democratic majority candidates won both of the only two partisan elections in Massachusetts.

New Jersey Governor Robert E. Meyner was re-elected over State Senator Malcolm S. Forbes, an Eisenhower Republican, by an even greater plurality than when he was elected to his first term in 1953.

By garnering 55 per cent of the vote in a normally Republican state and in the face of all-out support for his opponent by the Eisenhower Administration, Meyner emerged with greatly increased stature as a possible Democratic Presidential or Vice Presidential candidate in 1960.

Forbes, who had the active backing of Vice President Nixon and Eisenhower's personal endorsement, ran an anti-Labor campaign and also appealed for the

Negro vote by citing the situation in Little Rock. Meyner retorted that his civil rights record was good, that he had appointed Negroes to state posts, and that the campaign should be decided on the New Jersey issues rather than those in Arkansas.

In New Jersey, at least four union members were elected to the state assembly. All ran as Democrats.

Organized labor in New Jersey was largely lined up behind Meyner. He was officially endorsed by the state CIO organization, and although the State Federation of Labor officially took no stand in the election, a state AFL Committee for Meyner, paced by the ILGWU, represented the vast majority of the federation membership.

Wagner who was the candidate of both the Democratic and Liberal Parties, received labor's support in his successful re-election bid through the latter group. Liberal Party Vice Chairman Alex Rose, who is also president of the Hatters, in a speech just before the election said that a large Liberal Party vote for Wagner would give the Mayor greater independence in his second term.

The Liberal Party in New York City polled one of the largest off-year votes in its history—219,076 votes, amounting to 10.5 per cent of the total cast—while prompted The New York Times to report:

"Moreover the vote he (Wagner) re-

ceived on the Liberal Party line, plus Liberal contributions to other Democratic victories, appeared to make Democratic candidates more dependent than ever on Liberal contributions to win the state."

One of the clearest indications of the growing strength of the Liberal Party as the balance of power showed up in the Pittsford-Latham race for Supreme Court in the 10th Judicial District covering Queens, Nassau and Suffolk Counties. In this usually overwhelming Republican territory, Pittsford beat Latham by 46,457 votes. Liberal Party voters carried the day for Pittsford. They gave him 39,057 votes in Queens, 9,238 votes in Nassau, and 2,233 in Suffolk, for a total vote of 49,528.



Wagner speaks at drummers' rally.



Meyner visits Jersey garment shop.

N.Y. Labor Dep't Recommends Fire Safety Rules

Florida Scoreboard Tallies 4 New Shops, 4 Renewals

Four contract renewals and four new shops organized is the ILGWU score in Florida during the past month, announces Max Wexler, Florida state director.

The four independent firms signing two-year contract renewals were Christie Hill, Matthew & Richards, Miami Miss, and Stylebrook of Miami. Terms of their new agreements with the ILGWU include an increase in pay minimums to \$12.35 an hour and a boost in employers' health-and-welfare contributions from 4 to 6 1/2 per cent of payroll.

The newly-organized firms include the Resort Fashions Co., Roseanne of Miami, Ruby of Miami, and Mario Fashions. Manager Samuel L. Macy and staffer Louis Weiss joined Wexler in the negotiations. William Kront, an ILGWU Training Institute student on field assignment, provided able assistance in the organizational drive.

Dr. H. Franklin Williams, vice

(Continued from Page 1)

gross materials. New synthetic fabrics and chemical finishing materials have increased the hazards.

JUSTICE has asked the New York Department of Labor to prepare a summary of the essential safeguards that should be taken. The following has been especially prepared for the department for readers of JUSTICE:

Pearlizing Process

Pearlizing consists of the application of a synthetic lustrous finish to beads or other costume jewelry to give them a simulated pearl-like appearance.

Standard coating techniques are used: spray coating by means of a

compressed air spray gun, or dip coating by dipping into a tank containing the coating material. Operations may be manual or automatic. Spray coating is more commonly performed manually and dip coating is usually automatic or semi-automatic.

The coated objects are usually air dried in the same room in which the coating is performed. The usual practice is to set the dipped objects onto a slowly turning rack to prevent running of material during drying.

The coating material is a kind of lacquer containing the color and such flammable liquids as ethyl acetate, acetone, methyl ethyl ketone, toluene, petroleum naphtha, etc.

There are three principal hazardous conditions: application of coating material, drying of coated objects, and storage of coating material.

Health Hazards

The first two involve both hazard to health due to breathing of toxic vapors and a fire and explosion hazard. Storage involves only explosion hazard. In New York City, the Labor Department has legal jurisdiction only over the health hazards of these operations. The Labor Law and Industrial Codes give jurisdiction over fire and explosion hazards in New York City to the New York City Fire Department.

However, the Labor Department—in its industrial hygiene surveys, industrial exhaust system plans, reviews, and factory inspections—is watchful of fire and explosion hazards in these operations. Where such hazards are detected, advisory recommendations are made to management, and, when necessary, referrals made to the New York City Fire Department.

Safety Practices

The Department of Labor's Division of Industrial Safety also recommends the following safety practices for plants in the pearling industry:

1. Where there is a dangerous operation involved in the work, this (Continued on Page 10)

"Don't Worry!"



PACT ADJUSTMENTS PUSHED AT 60 SHOPS IN PHILLY KNITWEAR

Negotiations between Knitgoods Local 199 of Philadelphia and some sixty knitted-outwear firms for a series of contract adjustments are continuing. It is reported by Manager Joseph Schwartz. The conferences are being held under the contract negotiating provision of the current pact, which expires July 1, according to Manager Schwartz. A number of issues are being dealt with in these negotiations. Among the changes being sought is a contractual provision for overtime pay based on a 35-hour work week. The outcome will affect 7,500 workers producing sweaters and outerwear.

GEB TO SURVEY UNION AT WASHINGTON MEET

Members of the ILGWU General Executive Board will assemble in Washington for a regular meeting starting Monday, Nov. 18. The sessions, which are expected to run through the week, will include a report by Pres. David Dubinsky on the state of the union and numerous organizational and ILGWU institutional developments. In addition, the union's vice presidents will report on trade and developments in the industry's various regions and markets. Pres. Dubinsky will chair the GEB sessions.

N. Y. Dress Union 3-Day Lockout by Employers Shaping Demands For New Contract Ladies Thousands in Pa. Shops

A meeting of the New York Dress Board last week heard Vice Pres. Julius Hochman, general manager, predict that the next collective agreement would be "a major turning point for enforcement" of standards in the metropolitan dress market.

Negotiations for a new agreement are expected to begin soon. The current agreement expires Jan. 31. In his report to the joint board, Hochman outlined the demands that would be presented to the employers. He said that the demands were of two types—those calling for improvements in existing standards and those providing for effective and uniform enforcement of the collective agreement throughout the metropolitan area.

Hochman stated he was still working with the local managers on the details of some of the union's demands, and that the union's negotiating program would soon be made public. The joint board chief emphasized again that, in his judgment, the forthcoming negotiations would be the most important for the union since those of 1938. The problem of enforcement must be met squarely and effectively if the conditions of dressmakers in the metropolitan dress market are to be safeguarded, he declared.

SEE DEADLOCK BREAK NEAR IN CHI PARLEYS ON EMBROIDERY PACT

A deadlock over wage boost demands in current negotiations between Chicago Local 212 and the Embroidery, Pleaters and Suits Association may be broken soon, according to Vice Pres. Morris Blais, Midwest Region director.

When employers balked at granting wage increases in talks for a contract renewal, the union indicated it was prepared to strike, if necessary, to win its demands. The association then requested an additional week for consideration of the union's proposals, after which parleys were expected to be resumed.

Ruth Craine, manager of Lathrop Local 206, and several other ILGWU members were among the 150 enthusiastic Michigan trade unionists who attended the second Samuel Gompers Institute at Northern Michigan College, Marquette, on Oct. 26-27.

The institute, which was sponsored by the AFL-CIO Unity Committee, the Michigan State University Extension Service, the Michigan State University Labor and Industrial Relations Center, and Northern Michigan College, drew representatives from the entire upper Michigan peninsula to discuss current labor problems. Principal speaker was Herbert McGreehey, regional director of the Michigan AFL-CIO.

The Samuel Gompers Institute is to be followed by the Philip Murray Institute, scheduled for March, 1957.

English, Dancing Classes Under Way at Local 142

Local 142's class in English for Hispanics continues every Tuesday, under the direction of Murray Rifkin. The dancing class has now begun its second semester and is under the direction of Murray Kossor. Starting Wednesday evening, Nov. 18, a class in trade union history, structure and policies will be given by Joseph Murphy Turvin.

Several thousand members of the ILGWU Northeast Department in Pennsylvania were idled earlier this month when the Pennsylvania Garment Manufacturers' Association caused a three-day shutdown of many dress contracting plants in a number of communities, including Wilkes-Barre, Scranton, Allentown, Hazleton, Easton, Pottsville, Shamokin and nearby areas.

Prime N. Y. Cloak Staff On Contract Enforcing

Strict enforcement of all provisions of the collective agreements was stressed by General Manager Isidore Nagler at a recent meeting of the New York Cloak Joint Board staff.

As is usual at the start of a new season, Nagler met with all department managers, business agents and other staff officers to brief them on union policy and on the current economic situation in the industry.

Nagler emphasized, among other points, heightened control of the contractor-designation provision of the collective agreements; prompt and accurate surveillance of all shops in order to insure that the union has a complete picture of the trade at all times; enforcement of piece work settlements; and prompt collection of employee contributions to the industry's welfare funds.

Manual for Staff

Every member of the staff received a manual of instruction listing the points to be observed, or acted upon, by them in the course of their activities.

Concerning the coming spring season, the general manager stressed the necessity of insuring that no work be performed on non-union garments, and warned the staff to be on the alert against efforts by employers to undermine the piece settlement system.

Reviewing the price settlement system in the section-work shops Nagler described the progress that had been made since the establishment of guaranteed minimums and averages for these workers. He emphasized that business agents of all contracting shops of jobbers contracted were to be present at all price settlements made on the jobbers' premises.

Contractor Designation 4

A vital part of Nagler's talk dealt with contractor designation. He detailed the achievements that had been made in correcting abuses connected with this problem, and emphasized the staff to exert constant vigilance to insure the elimination of all vestiges of non-designated dealings.

He stated the union aimed to

eradicate completely the practice by some firms of continually requesting temporary registrations. Upon the rejection of contractor by the Designation Committee, the business agent must visit the shop and ascertain that there is no work from a jobber whose request was refused. In case of non-compliance, Nagler vowed that effective action would be taken against the offender.

Reviewing the recent wage boost granted cloakmakers by the industry's impartial chairman, Nagler read the award and pinpointed the new scales to be applied to all workers as of Dec. 15. He emphasized that by increasing the guaranteed wage scale minimums and average hourly earnings in the section work shops, the impartial chairman, in his award, had safeguarded their wage standards. Each member of the staff received a copy of the impartial chairman's decision.

Operators Laud Nagler For Piloting Pay Boost

At a membership meeting of New York Cloak Operators Local 117, held Oct. 22, Manager Benjamin Kaplan presented a thorough analysis of economic conditions of the industry and a detailed report on the negotiations that resulted in a wage boost for cloakmakers through decision of the impartial chairman. Kaplan invited Joint Board General Manager Isidore Nagler for the skillful way he presented the union's case before the impartial chairman and industry spokesmen. The members resolved that Kaplan convey to the general manager their appreciation for his efforts.

More than 300,000 government employees belong to trade unions, a survey by the U.S. Department of Labor discloses.

During this period, the association held a three-day conference in Hazleton, which they claimed was for the purpose of considering trade matters.

However, Vice Pres. David Ginegold, department director, in view of the association, characterized the move by the employers as a "lockout, and an effort to pressure the union into conciliatory in violation of long existing agreements."

He pointed out that, for some time, "the Northeast Department was actively engaged in a campaign for the enforcement of settled piece rates. As a result, workers are being paid the rates stipulated by previous agreement."

Enforcing 35 Hours

Ginegold stated the union was insisting that the 35-hour-work provision in the collective agreement be complied with properly, and that no overtime be worked unless it is equitably distributed in the shops. For many weeks, some employers have been talking at this action by the union.

The association's conference, during the shutdown, made a number of decisions. Among them was to terminate its association with the United Popular Dress Association, which has contractual relations with the New York Dress Joint Board.

"Go It Alone"

The implication was that, when negotiations would be held for a new contract to go into effect following the expiration of the current agreement on Jan. 31, 1958, the Pennsylvania group would "go it alone." At present, their agreement with the Northeast Department is a complementary contract to the one which the New York employers' group has with the ILGWU.

Ginegold charged that the shutdown, as well as call of the conference, was part of the Pennsylvania association's efforts to pressure the union into conciliatory in water down our contracts and violate the interests of our workers."

He pointed out that the ILGWU, by convention decision, had determined to effectuate the 35-hour week throughout the garment industry. He voiced confidence that the workers in the shops would steadfastly resist any efforts to "turn the clock back to a longer work week."

JUSTICE

International Ladies Garment Workers' Union

Office of Publication
501 Summit Ave., Jersey City, N. J.
Editorial Office
1710 Broadway, New York 19, N. Y.
Tel. COlumbus 8-7000

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and General Secretary-Treasurer
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Subscription price paid in advance
\$2.00 a year

Entered as Second Class, matter
Feb. 8, 1944, at the Post Office at
New York City, N. Y., under the Act of
March 3, 1879.

Vol. XXXIX, Nov. 18, 1959, No. 58

TRADE UNION CAREER with POSITION GUARANTEED

FREE TUITION

The International Ladies' Garment Workers' Union TRAINING INSTITUTE offers an opportunity to young men and women in the 21-35 age group interested in making service to the trade union movement their life work. The 9th annual sessions of the Institute open in June 1958 in New York City. Tuition is free. All students satisfactorily completing the year's field and class work are guaranteed positions with the ILGWU.

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Puerto Rico's Top Unionist Greet '142'



Among speakers at New York Neckwear Local 142's recent 24th-anniversary celebration was Hipolito Marciano, head of Puerto Rican Federation of Labor, shown here offering congratulations to local's manager, Joseph Turvin (left), as group of members looks on.

Just off the Press!

the story of a great labor leader and the union he has made into a model labor organization, told by the former editor of JUSTICE who worked at his side in the years when the ILGWU was rebuilt, when Communists and corruptors were fought, when daring new developments in collective bargaining and workers' welfare were initiated by the ILGWU and its president

"This, in my opinion, is one of the great American success stories... The world of David Dubinsky is a better world for his contributions to it."

George Meany, President, AFL-CIO

"A meticulous record of how much a union can contribute to human betterment when its leaders are dedicated to serving their members and the community. It makes refreshing reading when set against the seamy revelations of union racketeering by Senate investigators."

New York Times Book Review

"Particularly timely and wholesome, for it shows so clearly that there need not be any panicky public loss of confidence in union ability to govern its affairs honestly and effectively."

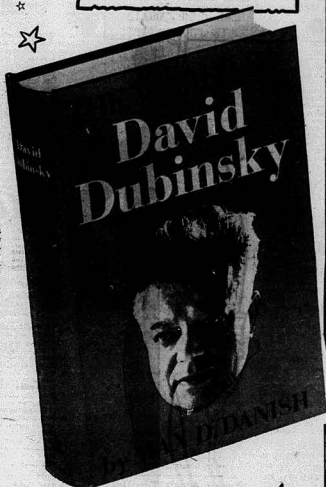
New York Herald Tribune Sunday Book Review

"A vivid and highly readable account."

Washington Post-Times Herald

"A printed recording of the ILGWU's meteoric rise in a quarter-century span."

Women's Wear Daily



Max D. Danish is the former editor of JUSTICE, who retired in 1951 after close to four decades of association with the ILGWU. He became editor of JUSTICE in 1918. In that capacity and as the chief public relations officer of the union, he recorded and participated in the stirring events of the period during which David Dubinsky has been at the ILGWU helm.



For ILGWU members

This stirring account of your union and its president is available to you at a special rate. "The World of David Dubinsky" may be purchased by you at your local union headquarters for a limited time.

America's married working women were the subject of a six-day conference, October 20 to 25, at Arden House, the Harriman Campus of Columbia University. Ninety experts participated under the sponsorship of the National Manpower Council. The conference was keyed by Secretary of Labor Mitchell, Editor Erwin D. Canham and Mrs. Katherine Brownell Oettinger, chief of the Children's Bureau. Discussion centered on five special papers, excerpts of which are presented here, that dealt with different aspects of the general topic: "Work in the Lives of Married Women."

Married Women Who Work

U. S.—An Economy That Needs Working Women

JAMES P. MITCHELL—U. S.
Secretary of Labor

THE U. S. economy is so geared to the contributions of women workers that it could not operate without them. Women workers are going to be more numerous, and more important, with each passing year. Though there was a total of 28 million women employed on a full or part-time basis in 1935, present trends indicate that the figure will be 35 million by 1965.

The typical woman in 1965 will work for a time before she is married and then leave the labor force for a period of years, returning again, either for full or part-time work, as she approaches middle age and her children and home require less than her full energy.

The young woman should be forewarned that the job she chooses as a youngster may not satisfy her in later years if she re-enters the labor force, and may not provide her an adequate living if she is required to earn one. She should be urged to acquire in her early employment a variety of experience that will assist her in making the adjustment to a new job when she looks for work again after a lapse of 15 or 20 years.

The Double Life of the Mother Who Works

MRS. KATHERINE BROWNELL
OETTINGER—*Chief, Children's
Bureau U. S. Dept. of Labor*

IN thinking about mothers, we think of different social, economic and cultural groups, of the utterly different individuals within each group, and the many different reasons mothers have for working. One reason, however, we single out from all the rest. The mother of young children who does not want to work outside the home and is forced to do so in order to keep the wolf from the door is in a special category.

Should any mother have to work for the bare necessities? Obviously, it is in the lowest income levels that the decision to work is forced by elementary economic need. Obviously, too, the alternative to maternal employment in such cases is some new form of maternal allowance or support.

It is, however, relevant to mention that there may be serious question whether the full-time employment at a low wage of the mother of small children represents gain or loss to the community in strictly economic terms. Part of the answer will depend on the kind of provisions made for the children while she works.

If a mother cannot provide adequate daytime care for her children, either herself or by some friend or relative, then either the community must foot the bill for daytime care or foot the bill for the consequences of inadequate care. The cost of adequate care may be very close to what the mother can earn. The cost of inadequate care or no care may be considerably higher in the long run.

AN interesting facet of public attitudes is that maternal employment is often denounced, but the employment of mothers who are widowed, divorced or separated is

generally applauded. Perhaps it is unfair to ask complete consistency from the public, since we certainly do not demand it of an individual. Nevertheless, this conflict of values and attitudes adds to anxiety for all mothers.

Part of a child's need is to have his mother in a position to give him the best mothering of which she is capable. This best is jeopardized if she is physically exhausted or emotionally torn. It is for the sake of the child as much as for the mother that we advocate the mother's right to decide whether she will or will not take a job outside the home.

We don't insist on a mother's right to decide whether or not she will work, for most of them do, at home or elsewhere. Few would claim that a full-time job as an unassisted homemaker is easier than a full-time job as secretary or salesman or business executive.

If we really believe that what the homemaker does is worth anything, we might show it in some way other than branding her as "only a housewife." Perhaps in our money world the only sure means is the one often suggested but seldom taken seriously: to grant some pecuniary recognition to the mother who works in the home.

With regard to the mother who seems to put work first, one must ask what kind she would have been without work. A mother's lack of a job in itself does not guarantee to any child either a full quota of her hours or a full quota of mother love and support. Many mothers who do not have full-time jobs are out of the house when Johnny comes home from school. Many do not know what he does with his leisure hours, or what children are his closest friends.

Women—Greatest Apostles of Moral Indignation

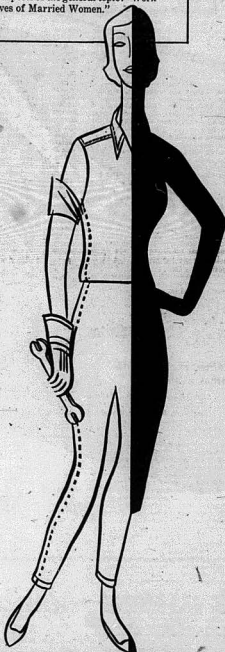
ERWIN D. CANHAM—*Editor-in-Chief, The Christian Science Monitor*

DO we have as many interesting, brilliant, heroic, intelligent women today as we had a century ago? Relatively, the quality of leadership shown by American women today compared to a century ago is lower than a century ago.

I will not argue the absurd thesis that women are not better off by far today than they were a hundred years ago—but are they as interesting? Under what conditions are women likely to make their greatest contribution to society? It is not good enough for them simply to enter the labor market after their last child is packed off to nursery school.

Merely finding a lathe, a typewriter or a calculating machine is not enough. The distinctive contribution which women have to make is spiritual rather than material. Women are endowed with deep perception, great common sense, profound insights, and immense emotional vitality. The women who cried out against the injustices of the 19th century would have most valuable messages for us today. What would Mrs. Stowe have said about the atomic bomb testing? This is an age which calls for moral indignation, and women are the greatest apostles of moral indignation. Where are they today?

In the war between the men and the women, has victory gone to the women's heads? Has it put them to sleep? The only indignant women I have seen lately were the women around the Central High School in Little Rock, Ark., and I didn't like what I saw.



New Frontiers In Post-Family Years

ESTHER LLOYD-JONES—Teacher College, Columbia University

IN 1900, the average life expectancy of a woman was 64 years; now it is 75. Here, for the first time, women are termed a new resource of human ability. If every woman in 1907 can expect to have almost 15 more happy adult years than she might have had if she had been born 50 years sooner, then here alone is a potential increase of 25 per cent in our store of human talent.

Fifty years ago, educators could think in terms of giving young girls a start on their lives, giving them enough education to enable them to live intelligently in a relatively simple culture, enough to see them through marriage and child rearing until they died. And normally women could expect to die before their youngest child left home. Thus the educational task did not require very imaginative planning.

But to educate young girls today for early marriage (much earlier than 50 years ago) for child rearing and then for 40 years beyond the birth of their first child—to educate them in their first 18 or 20 years to live for more than 50 years longer in a world that fairly explodes with change, this is a giant task.

The big block to thinking about the second half of modern women's lives lies in the fact that women are to live in lives in rather distinct stages: roughly, up to the time of marriage; from marriage to the birth of the first child; from the birth of the first child until the last one enters first grade; from the time when the house is quiet during school hours but very noisy while school is out, to the time when the last child has left home for independent living; from here on to old age.

It seems to be virtually impossible to negotiate imaginatively the sharp curves and stage grades involved in this sequence of patterns. One of the aspects of it that concerns us most directly here is that the second half of living women's lives is the first stage of her life at 20 when she marries, has had her last child by the time she is 26, thereafter her youngest child is in the home when she is 30.

Having lived less than two decades of adult life by this time, and having completed the important biological purposes that she has perceived clearly from little girlhood, she now looks forward to another four decades of adult living without any clear understanding of their patterns and possibilities. The point needs repetition and insistence that, instead of having her last child at about 32 as was true around 1900 and then only until about 64, the average woman now has her last child at 26 and lives to be 75.

It would be worth while to make a systematic study of how women "decide" to take on work outside their families as they get on into their thirties.

And who under the sun at the present time is qualified to give them really informed, expert enlightened help? Who is even concerned about this—much less qualified? Almost everyone in guidance and education is still concerned with youth up until 22 and not in the least with women over thirty. Almost all the vocational guidance literature and training courses in this country concentrate on vocational guidance for adolescents.

And yet, even a superficial analysis shows that adolescents are overwhelmingly interested in their plans for marriage, and cannot at 16 do the realistic planning for their lives that they could do 15 or 20 years after leaving from the "tunnel of love," into which most of them will have gone at about 20.

Before the war, the most typical insurance was obtained in the name of women was a modest policy to cover final expenses. The years since the war have seen the rise of the little "housekeeper as a woman tax deduction." Nowadays, as the big taxes, she leaves her husband and family benefit, not only of her company, but of her federal income tax, and of her come tax deduction and a possible social security allowance, not to mention her

very real economic contribution as housekeeper and nurse.

It is interesting also to note that women now hold \$50 billion in life insurance, compared with \$35 billion in 1947. Perhaps a study would reveal that for a family to invest over a period of years, not only in the education of the children, but also in the continuing education of the wife and mother, would be a sound economic investment. This is a matter that deserves careful and systematic study.

More Older Married Women in Labor Force

HOWARD S. KALTENBORN—Industrial Relations Counselors, Inc., New York

BETWEEN 1900 and 1956, when the country's population approximately doubled, the number of women in the labor force rose from about 5 million to 21 million—a more than fourfold increase. Only 20 per cent of all women aged 14 and over were in the labor force in 1900; by 1956 the proportion had increased to 45 per cent. Furthermore, women constitute 32 per cent of the total labor force at the present time, as compared with only 18 per cent in 1900.

The most rapid increase in the employment of women has taken place since 1940. During World War II, millions of women took jobs outside the home. Many of them withdrew immediately following the war; but after 1947 the number of women jobholders began to increase rapidly again, and the upturn has continued ever since.

The number of older women jobholders has increased even more than the employment of women generally. This is indicated by the rise in the median age of women workers over the past half century. In 1900, the median age was only 26 years. By 1940, it had increased to 32 years, and by 1956, it had nearly reached 40 years. Today, approximately 60 per cent of all women workers are 35 years of age or over, as compared with only 41 per cent in 1900.

Despite the marked increase in the overall employment of women over the past half century, the job opportunities open to women are still much fewer than those open to men.

Twenty such occupations accounted for 11,354,000 or nearly three-fourths of all employed women in 1950. In most of these jobs, including many that are by tradition "men's work," women comprised only a small percentage of all employed persons.

Working Mothers and Juvenile Delinquency

ELEANOR E. MACCUBY—Harvard University

DOES the outside employment of mothers contribute to delinquency in their children? A positive answer has been widely assumed, and it is not uncommon to find judges who deal with cases of delinquent children delivering a strong reprimand to a working mother and urging her to stay at home. It is true that if one studies a population of juvenile delinquents, one almost always finds that a higher proportion of their mothers work than would be the case in the population at large.

Obviously, however, most juvenile delinquents come from strata of the population where the mother's working is likely to be an economic necessity. Possibly, at this economic level, there is an equally large proportion of mothers working in the families where the children have not become delinquent, and if this is so, the relationship of the mother's employment to her child's anti-social behavior would be equivocal.

The association between irregular employment and delinquency suggests at the outset that it may not be the mother's absence from home per se which creates adjustment problems for the children, but something about the conditions of the

mother's employment or the family characteristics which led the mother to undertake outside employment, that is responsible.

What were these "occasionally employed" mothers like, who were found so frequently in the family backgrounds of delinquent boys? First of all, they tended to be women who had a history of delinquency themselves; also, they tended to be married to men who were emotionally disturbed and who had poor work habits. Commonly, the husband and wife formed an emotional marriage pair whose members lacked self-respect.

It is a most question, therefore, whether it is the mother's sporadic employment as such which contributes to delinquency in the sons; equally tenable is the interpretation that the emotionally disturbed and antisocial characteristics of the parents produced both a sporadic work pattern on the part of the mother and delinquent tendencies in the son.

In Okinawa, as in a number of other cultures, the mother of young children customarily goes to work in the fields during the day. In her absence, the infant or young child is cared for by a grandmother or an adolescent girl (not necessarily a sister, but usually a relative) until school is started. Then a mother of the ages of six or seven is married to her son on her back, and 12 takes the young child on her back in a sling, and carries it with her during all her after-school activities until the mother has reached the age of 40.

Okinawan babies seldom cry when their parents go off to work in the morning, but they are upset by "back-weaning"—the fact that they dislike being alone is carried about constantly any more, so that they have to keep up with the play of the children's group by relying on their own small skills.

Adult Okinawans are described as highly sociable, joyful, gregarious people. Possibly then a child's dislike being alone is a reflection of dependency anxiety generated by their mothers' daily absence, but more likely, it is a direct result of their becoming accustomed to constant close contact with some other person (not necessarily the mother) during all their waking hours.

From this example, we would judge that young children can easily adjust to caretaking divided between the mother and the grandmother, but that the child's adjustment suggests further that the child's adjustment is made easier (a) if this division of responsibility is a common, indeed, taken-for-granted thing in the society; (b) if the mother's daily departure is begun in the child's infancy, so that there is no dramatic beginning of separation after the child has become accustomed to a single caretaker; and (c) if the substitute is a relative who presumably has very similar child-care techniques to those of the mother.

Mother at Work Puts Father at Home

DR. LEO BARTHEIMER—Medical Director, Seton Psychiatric Institute, Baltimore, Maryland

THE entry of millions of married women into the labor force during recent years has also witnessed remarkable changes in the behavior of fathers and their children. It has become socially acceptable for fathers to share the personal care of the little children with their wives. Both in public and in the privacy of family life, fathers are frequently engaged in the care of their children from the time of their infancy.

It is not apparent whether this change has developed out of necessity as rapidly increasing numbers of mothers accepted employment, but it is a wholesome influence for the children of working mothers, and it may be a trend toward the re-establishment of the family as a social unit.

In the November 1956 issue of *Psychiatry Magazine*, July, 1956, which he entitled "The Great Back-to-Work Movement," Daniel Bell noted that:

While Raytheon (Electronics) has to advertise for plant workers and office staff for the day shift, it is swamped with applicants for night work (5 to 11), most of whom are women with small children at home. The mother cares for the children

by day, but when father comes home from work she turns the brood over to him and sets off for her own job.

In addition to the potential usefulness of such divisions of responsibility toward their children, these experiences are conducive to the development of a continuing father-child relationship, and a potential human helplessness. The present necessity of fathers to share in the personal care of their children provides them with a more realistic impression of the multiplicity of tasks involved in women's work in the home.

Young Couples and the Battle of the Budget

FRANCIS LOMAX FELDMAN—School of Social Work, University of Southern California

SOME young couples draw the design even before they marry, then try, with more or less success, to follow it. They plan to live on the husband's earnings, saving the wife's to meet the expenses of having a baby or buying a home or furniture, or even to provide for the sake of saving and all the economic and emotional constancy this term holds for them.

Or they may want, at the beginning of their married life, to have a career, their parents procured only after many years of industry, thrift, and self-denial. The peers of young couples foster these desires with a philosophy of "live today—what you know about tomorrow."

The wife's earnings often are the means of gratifying these wishes. They may tide the couple over between pay checks largely committed to meeting fixed payments, including installment credit obligations.

Still a third design may be delineated: the couple, enjoying a "honeymoon" in money and household management, may quickly find themselves unable to make the necessary adjustments dictated by rising living costs and unanticipated expenses. They spend more than the income from the husband's work, and they turn to employment of the wife in order to reduce excess indebtedness.

Family units in which the husband is under 25 years have the lightest fixed payments, but they also have the heaviest property taxes, installment debt, life insurance, social security, and pension and retirement funds. Nevertheless, 40 per cent of the beginning families have fixed payments that absorb more than 20 per cent of their income. This suggests a trend of making heavy purchases when the family income—including the combined earnings of husband and wife—is still rising.

The middle class mother is desirous of providing her children with cultural and educational advantages. Often the pressures of doing so—"to give my children what I had" or "to give my children more than I had"—are relieved by the mother's earnings.

For the mother, for example, turned to a social agency for help in arranging boarding care for her aged ailing mother, explaining that she could not afford to make any contribution toward the home care. The husband earned \$450 per month, after taxes. The wife earned a net of \$180 per month, working part time as a bookkeeper while her two children were in school.

The husband's earnings sufficed to meet the family's usual expenses and somewhat larger mortgage payments on a house in an excellent neighborhood. The wife's earnings, after taking into account the measurable costs of working—car fare, lunch for herself and children, health insurance—were barely enough to pay \$20 per month for piano lessons for one child, \$22 for the other's violin lessons; \$25 per month for the children's baby clothes; \$10 per month for the boy's swimming lessons; \$25 monthly for orthodontia for each child.

The mother anticipated working far into the future, for when these expenses no longer existed, there would be the necessity of meeting the expenses of college educations.

Holdout, 3 Newcomers Join Westchester EOT

Three newly-established shops and a two-year holdout have joined the roster of Westchester firms under contract with Local 143 in Mt. Vernon, N.Y., reports Edward Kramer, general manager of the Eastern Out-of-Town Department.

The holdout firm, R. D. Dress of Mt. Vernon, was won as the result of a determined two-year campaign conducted by union staffers, bolstered by whistleblowing support from the workers in the shop.

With R. D. Dress signed to a union pact, its workers now get the same benefits and conditions that are in effect for New York City dressmakers, according to Local Manager Louis Reiff, Carmela Pinao was elected shop chairlady.

Dress collective agreement terms—including a price settlement system, payment of 36 per cent above base piece rate, retirement, health and welfare benefits, and the 35-hour week—also were obtained for workers of the other three shops, which were signed up almost immediately after they started operations.

The newcomers to union rolls are M & D Dress, Mt. Vernon (Florence Annunzio, chairlady); Mills Fashion Corp., Mt. Vernon (Mildred Bauer, chairlady); and The Dress Co., Port Chester.

Speaking of the drive was Business Agent Murray Klein, working under Reiff's direction.

3 in Local 40 Win PPR Contest Prizes

Capped by a round-trip ticket to Puerto Rico, outstanding prizes were won by three active members of New York, Bedmakers' Local 40 last month, in the local's recent contest designed to spur members to register to vote under Permanent Personal Registration.

Winner of the trip was Ana Martinez of the Avon Bell firm. The second prize, a \$50 U. S. Savings Bond, went to Josephine B. Casse of the Trivet shop; the third prize, a latest-model portable radio, was won by Harry Spinach of the Supreme Bell Co.

The PPR contest was conducted as a recent phase of the local's extensive, year-round political education activity conducted by "PEO" (Political Education Group), reports Manager Henry Schwarcz.

All members of Local 40 as well as members of their families who had registered were eligible to participate in the contest. Well over 500 union members brought their PPR cards to the local office and each card was given a number for the purpose of the drawing. The actual drawing took place at a membership meeting on Oct. 22.

They Prize Their Vote



Local 40 Manager Henry Schwartz (right) congratulates Ana Martinez (second from left), first-prize winner of round trip to Puerto Rico. Local 40 is second-prize winner Josephine Casse (left), Ana's husband Romula (center) and third-prize winner Harry Spinach. The cards they're holding are PPR Identification slips.

ILGW ADDS HUNDREDS IN ALLENTOWN AREA VIA NORTHEAST PUSH

An energetic organization drive launched by the Allentown District, aimed at bringing into ILGWU ranks the few remaining non-union garment shops in the area, has been outstandingly successful, reports Vice Pres. David Ginzburg, director of the Northeast Department. In the Allentown territory, three shops have signed ILGWU contracts; at two other shops, union negotiators indicate steady progress towards agreements covering 120 workers.

After several days of picketing, the Ivy Manufacturing Co. of Prynne, Pa., came to terms, according to Acting Manager Oscar Newman. The shop's 100 workers obtained a \$1.15 an hour minimum, a 35-hour week with time and a half after seven hours, paid holidays, health and welfare benefits and other standard ILGWU contract provisions. The Ivy firm produces blouses under the Ellen Tracy name.

Burlington Parleys

Negotiations also are being completed at the former Terry K and Co. operated by Burlington Manufacturing Co. in Lebanon. Producing children's knitted underwear, this plant employs 70 ILGWU contract workers, negotiated by Northeast Assistant Director Sol Greene and Manager Newman, resulted in establishment of ILGWU contract conditions at another Burlington shop, in Lebanon (Harrisburg District).

In Allentown, picketing quickly brought the Ben-Mar Manufacturing Co. into the ILGWU orbit, with negotiations proceeding satisfactorily towards a contract with 25 employees. They make lingerie for Marvel Maid of Bethlehem.

Representative Business Agents Paul Strogatz and Al. Huber, plus ILGWU Institute student Bob Campbell and the rank-and-file shop committees, for successful achievements during the current drive.

10% of Barter

After workers of Barter Knitting Mills, in Allentown, voted to strike, an impasse of several weeks was broken and the firm accepted barter demands for 10 per cent across-the-board hike.

S'East Locals Join Eastern Area Fund

In union there is strength—and in numbers there is safety—so last month 1,139 members of six Southeast Region locals became part of the 70,000-member Eastern Region Retirement Fund. The \$400,000 collected thus far on behalf of the Southeasterns was joined with the more than \$100 million in the Eastern Region Retirement Fund treasury, reports fund administrator Adolph Heild.

Locals affected by the change, according to Southeast Director E. T. Kehrer, include Atlanta, Ga., Local 122; Chattanooga, Tenn., Local 346; Fayetteville, Tenn., Local 486; Tallahassee, Fla., Local 488; Jasper, Ala., Local 555; and Nashville, N. C., Local 576.

In three of these locations, Kehrer reports, employer contributions to the retirement fund are expected to be at least double upon expiration of the current contracts.

Action on the Southeast application for admission to the larger fund took place at a board meeting of the Eastern Region Retirement Fund on Oct. 20. Pres. David Dubinsky, Chairman of the fund, presided.

'82' Membership Meets To Get Pay Rise Info

Manager Joshua Fogel of New York Cloak Examiners and Floor Workers' Local 22 announced a series of three group shop meetings, to explain to the members the recent wage award made by the impartial chairman of the coat and suit industry.

New York members will meet Nov. 20 and 27 in the Cloak Joint Board council room, on the third floor of 22 West 34th St. Brooklyn members will meet Dec. 3 at the union's Brooklyn office, Broadway and Flushing Avenue.

St. Louis Society Steps Out With Union-Made Dresses

Custom designed and made cocktail dresses, ball gowns and wedding dresses appearing in St. Louis society will be union-made from now on, reports Frederick Siems, Southwest Region director.

An ILGWU agreement with the House of Raddell, custom design and dressmaking establishment, provides for wage increases, standard minimums, six paid holidays and up to two weeks' paid vacations. The employer also will contribute for retirement and medical office coverage for the workers.

Don Robbins, St. Louis Cloak and Dress Joint Board manager, headed negotiation efforts that resulted in the contract.

Hillsboro Vacations

Forty-two workers at the Hillsboro Garment Co. in Hillsboro, Ill., have won their demand for a second week's vacation pay. Each was eligible under the contract for a two-week vacation, but had received only one. Successful negotiations were carried out by Southwest staffer Jerry Perlstein and the shop committee, Irene Hughes chairlady, and Ruby Renkin, Donna Dirlich, Helen Edwards and Anna Reeves.

Of the 18½ million members reported by trade unions in the United States, about 12 million belong to AFL-CIO unions and ½ million in other groups.

HOW TO BUY

by Sidney Hirschman

Why Such Low Rebates On Prepaid Debt Sums?

Installment buyers often are mystified by the surprisingly small amount of refund they get when they pay their debts ahead of time.

A woman in Washington State reports she didn't get much refund when she paid, ahead of time, the balance on her car, and complained to the finance company. An official replied the company "used a standard refunding system used by all major finance companies," but ignored her request for a detailed statement of the credit charges.

In Illinois, another person bought a car last year for \$1,000. She got a \$750 allowance for the old car and paid \$1,250 cash. Even though she paid the \$802 balance in only two months and cancelled the insurance, the finance company charged \$168.50 for insurance and \$118.20 for finance fee.

The fact that only 23 states regulate the amount of rebate the finance company must give you if you pay your debt ahead of time. In the unregulated states, the charge can be whatever the lender or finance company's conscience dictates.

But even in regulated states, the rebate is never as large as buyers sometimes expect. A buyer who is charged \$600, say, on a debt to be repaid within two years, assumes he would get \$600 if he paid up within a year. But what he doesn't realize is that even an appropriately proportioned rebate won't return him this much. That's because he owes the larger part of the money during the first year.

Because finance companies and banks make their charges look smaller than they actually are, by avoiding any mention of the true present annual interest rate, buyers assume they should get larger rebates than they are really entitled to.

The states that regulate rebates generally require that finance companies use the "7th method of refund." This is used by the more reputable finance companies and banks even in unregulated states. You can use it as a guide to make sure you don't get gypped when you prepay a debt. Here's how it works:

Mathematical Magic

Assume that you owe \$1,500 to be repaid in one year. At a typical charge for a new car of 6½ per cent on the original balance, which is a per annum rate of about 13 per cent, your finance charge on \$1,500 for a year would be \$187.50. But if you paid up the debt in six months, you wouldn't get \$187.50. Even in the regulated states and among the most reputable lenders, you'll get back only \$26.25. The lender keeps \$161.25.

This bit of mathematical magic performed at your expense actually is correct. It's based on the fact that the sum of any digits from 1 to 12 is 78. Thus, the first month, the finance company earns 12/78ths; third month, 10/78ths; and so on. When you prepay your debt, the lender adds up the number of 78ths it has earned, and credits you with the rest. In our example of the 12-month debt paid in six months, the lender gets 57/78ths of the original finance charge.

On a 24-month contract, the formula for figuring a properly proportionate rebate changes. The sum of the digits from 1 to 24 is 300. The finance company earns 24/300ths of the original finance charge the first month, 20/300ths the second month, and so on.

States requiring the standard rebate include: Calif., Colo., Conn., Fla., Ill., Iowa, Ky., Maine, Md., Mass., Mich., Minn., Nev., N. J., N. Y., N. Dak., Ohio, Ore., Penna., Utah, Wis. Some states also permit the finance company to charge you an additional \$15 "acquisition" fee.

What these experiences show is that once you sign an installment contract, you have incurred the biggest expense. It still pays to prepay when you get the cash, except in cases of small balances where the \$15 or \$20 minimum acquisition fee would eat up most of the credit refund. But it pays even more to plan your buying so you accumulate the cash beforehand. The Illinois family cited above paid a total of close to \$700, when you count the extra cost of the insurance, to finance a balance of only \$602 for ten months.

AFL-CIO Parley on Puerto Ricans



Concerned about victimization of Puerto Rican workers in New York City area, AFL-CIO leaders met last week to plan measures for alleviation of their practices. Chairing parley was AFL-CIO Pres. George Meany (at head of table), ILGWU Vice Pres. Charles S. Zimmerman, manager of Local 22, is seated at right.

COT Official Family



Vice Pres. George Rubin (left), general manager of Cloak Out-of-Town Department, poses with officers named at COT Joint Council meeting (left to right): Rose De Carlo, Bridgeport Local 141, secretary; Leona Ronchetti, Union City Local 131, vice president; Anthony Fallucca, Newark Local 135, president.

COT Joint Council Meet Maps Carrying Out of Wage Raises

Meeting in Lakewood, N. J., on Nov. 2, the joint Council of the Cloak Out-of-Town Department hailed a report by Vice Pres. George Rubin, COT general manager, outlining preparations for enforcing "to the hilt" the wage increases recently awarded by the cloak industry's impartial arbitrator.

"Every worker eligible for the increase in our territory will start receiving it when it goes into effect on Dec. 1st," Rubin told the 22 delegates to the council's quarterly assembly.

Officers Named

Council officers elected by the delegates were Anthony Fallucca, Local 135, Newark, N. J., president; Leona Ronchetti, Local 128, Union City, N. J., vice president; and Rose De Carlo, Local 141, Bridgeport, Conn., re-elected secretary for the fourth consecutive term.

Rubin also announced the promotion of three business agents to pools as local union managers. They are John Fyda, Local 154, Paterson, N. J.; Frank Rikaski, Local 154, Passaic, N. J.; and Ben Serimich, Local 125, Long Island, N. Y.

Educational plans submitted to the delegates feature a series of Saturday tours of the UN in January and February to accommodate more than 1,000 Cloak Out-of-Town members.

Other educational activities an-

nounced by Rubin are two-hour "package courses" directed especially at younger members. The weekly package will include an hour of ballroom-dancing instruction, followed by a session on ILOUW principles and practices. These courses are scheduled to begin soon in the Bridgeport, Newburgh and Long Island locals.

Coinciding with the joint Council meeting was the annual dinner-dance sponsored by Local 136, Monmouth County, N. J., at the Hotel Malibu, which netted \$3,000 for the Deborah Sanitarium.

MONTREAL CUTTERS STRIKE COMFORT CO. FOR ARBITRATOR AWARDS

Seven cutters seeking wage increases and improved working conditions are making history in Montreal by staging a strike against one of the city's leading dress manufacturers.

The walkout has tied up production at Comfort Kimono and Dress Manufacturing Co., which operates a number of plants in and around Montreal employing some 400 persons. The seven men are the cutting for all the plants.

The cutters, members of Local 205, have set up picket lines outside the company's main plant, where many other employees are also ILOUW members. The union has been certified as bargaining agent for the cutters.

Vice Pres. Bernard Shane vows the walkout will continue "until this company agrees to abide by the recommendations" made by an arbitration board July 24. He says the strike, "although probably the smallest in Montreal history," has the enthusiastic support of all the 10,000 ILOUW members in Montreal.

The dispute goes back almost a year to the time when the ILOUW was certified as bargaining agent for the cutters. The dispute was taken to arbitration after the company refused to meet any of the union's demands.

Later, the arbitration board recommended an hourly wage increase of 7½ cents per hour effective Jan. 1, 1958. The board also recommended contributions by Comfort Kimono to the union's vacation, sick benefit, welfare, retirement, and health center funds.

The cloakmaker's Union has completed organization of a new shop—Roth Le-Cover—which now employs 15 workers, but is expected to boost its staff soon to about 50.

The company has joined the Montreal Cloak Manufacturers' Council and has agreed to abide by all the terms and working conditions granted by unionized shops.

N'East Organizing Adds 400 in 7 Pennys Plants

More than 400 garment workers in three Pennsylvania districts have come to know the benefits of union conditions in recent weeks.

They're employed in seven shops brought under contract with the ILOUW through sustained organizing activities conducted by the Northeast Department, reports Vice Pres. David Glingold, department director.

According to Pennsylvania Organizing Director Ray Shore, these include, in the Hazleton District, 35 workers producing ladies' skirts and slacks at Tuscarora Sportswear in Tuscarora, and 75 employed at M & S Manufacturing Co. of New Philadelphia, a dress plant with a capacity of 125 workers.

In the Central and Western Pennsylvania District, he reports unionization of the following three dress plants: Capital Classics of Hanover, employing 65 and working for Linelight Modes; York Garment of York, with 80 employees supplying Darby Sportswear; and Lamba Dress Co. of Nanty Glo, an 40-worker branch of Jo-An Dress.

Scranton Gains

This fall's organizing campaign in the Scranton District has netted two shops, with more expected soon, reports Manager Harry Schneider. A standard ILOUW contract—including a 35-hour week, with overtime after regular hours, plus a \$1.15 minimum—has been signed with James Sportswear in Taylor and pact talks are continuing with Sherri Sportswear of Scranton. The shops total some 75 employees. Business Agent Harry Milton assisted in the negotiations.

In a renewal at Marlton Dress of Pexville, hours were reduced to 35 with overtime raised to \$1.15; piece workers will

get a 5 per cent boost; time workers get the same pay as for the previous 27½ hours, and all workers will get overtime pay after regular hours. The Marlton pact provides for re-examination of conditions in six months to consider further improvements. Negotiators included Schneider, Assistant Northeast Director Jack Halpern and Business Agent Louise Platt.

NEGOTIATIONS SLATED ON NEW '99' COMPACT FOR KNT OFFICE UNITS

Negotiations for a new collective agreement between the New York Office and Distribution Employees Local 99 and the Knitwear Manufacturers' Council will begin soon, local Manager Shirley Appleton has announced.

The local represents approximately 400 office and distribution employees in some 25 New York knitwear firms. Local 103 represents the production employees.

Demanders are expected to include a wage increase, higher minimums, an increase in employer contributions to the health and welfare fund and improved vacation and holiday provisions.

In a letter sent Nov. 6, Appleton informed the association of the local's intention to terminate the existing agreement as of Jan. 15, 1958, the expiration date.

Wearers Also Owners Of Factory in Sweden

By JACK SESSIONS

Assistant Director, ILOUW Training Institute

While in Scandinavia this fall on a State Department sponsored lecture tour, I visited a Swedish garment factory owned by the people who wear what it makes. It was the 220-employee Vargen plant in Nerkeping, largest of six apparel factories operated by the powerful Swedish consumer cooperative movement.

Because they are employed by the consumers themselves, the managers of the Vargen factory have one primary aim—to make high-quality clothing as inexpensively as possible, and thus to force private-enterprise competitors to do the same. The Vargen people seek to make their garments available to the public for less than \$12 apiece. Between 5 and 6 per cent of all the garments made in Sweden are manufactured in the six "price yardstick" factories of that country's consumer cooperative movement.

The Swedish cooperatives, to which more than a million families belong, have found that the most inexpensive way to get good production is to develop a sound labor policy. Workers at the Vargen plant, members of the Swedish Garment Workers' Union, get the same wages as are paid at other Swedish unionized garment shops.

But the Vargen management, together with the union, has taken the leadership in shortening the work week. Although the 48-hour week is still standard throughout Scandinavia, at Vargen the work-week has been reduced to 47 hours and shifts have been arranged so that each worker has two afternoons off per week. These changes have increased productivity and reduced absenteeism.

In another experiment, the Vargen management, faced by a continuing shortage of labor, has set aside a portion of the factory for part-time workers. Many Swedish housewives will take such jobs if they do not have to put in a full week. Management and union officials are enthusiastic about the results of this test.

The Vargen factory is one of the most modern garment shops in the world. It occupies a large four-story building at the entrance of which is an impressive copper sculpture by Sigl Holm. In the lobby is a remarkable mural of inland wood depicting "vargen" (the wolf) sitting majestically under the Northern lights.

Work rooms in the factory are clean and light, and music is played throughout the building. Production lines are efficiently laid out to provide a smooth flow of work.

Perhaps, to a visiting American, the most astonishing thing about the Vargen factory is the great diversity of garments made there. Under one roof are produced dresses, suits, coats, men's slacks, men's trench coats, children's underwear and even plastic raincoats.

November Events on Education Slate

ILOUW members in the New York metropolitan area are invited to take part in the following union-sponsored events to take place during the second half of November:

Announces Education Department Secretary Fannie Cohen: Saturday, Nov. 23, at 1:45 P.M. Lecture by outstanding psychologist on "Meeting Problem in Human Relations." Place: Hunter College, East 68th St., near Park Ave., in Room 1405.

Every Thursday at 6:30 P.M. Meet in Room 304 of the ILOUW Education and Recreation Center at Textile High School, 18th St., between Eighth and Ninth Aves. for stimulating discussions on such timely topics as Automation—Blessing or Curse?; "AFL-CIO: A House United."

Blue Swan, N'East Pact Signers



Contract renewal with Blue Swan knitted underwear firm, Sayre, Pa., netted some 500 workers significant gains for which they struck earlier this year. Seen around contract-signing table are (seated, left to right) Esther Carney, Local 365 chairlady; Blue Swan controller Richard Sachs; Donald Simmons, plant manager; S. Earle McKay, firm's president; Vice Pres. David Glingold, Northeast director, and Local Pres. Joseph Cost. Standing (left to right), Business Agents Hugh Maloney and George Belcher, District Manager Harry Schneider, union attorney Jack Gross, Local Treas. Bertha Covello and Local Sec'y Jennie Brown.

N.Y. Labor Rep' Repeals Fire Safety Rules

(Continued from Page 3)

operation should be kept physically separate from other operations, so that if an accident does occur it will reach the fewest possible workers.

2. Where there is a fire hazard, motors, switches and appliances should be explosion proof.

3. Air compressors which operate ventilation systems should have an air intake outside the building and an explosion-proof motor.

4. Management must establish a policy regarding smoking, open flames and sparks. This policy must be strictly enforced.

5. For critical or dangerous operations, workers should be provided with proper fire-resistant aprons and other articles of clothing.

6. There should be provided a fire blanket so that if a worker's clothes do catch on fire it may be immediately put out.

7. There must be adequate and sufficient fire extinguishers.

8. Since these processes do in-

volve some danger and some risk, it is important that there be plenty of work space. Overcrowding increases the risk to all.

9. Where materials are used which can create fire hazards, these materials should not be stored in the work area. Only sufficient materials should be on hand for that day's operation. The rest of the flammable material should be stored in a proper place.

10. Where there is danger that a spark can cause an explosion, tools for cleaning and adjusting should be made out of non-sparking (non-ferrous) materials.

11. Workers in these plants should be trained in safe job performance, in handling and storing dangerous materials, in emergency fire control and, in first aid.

12. Foremen and other supervisors should be trained in safety supervision as well as production supervision.

13. Supervisors should be able to communicate with workers in understandable language and all warnings and other signs should be in language readily understood by workers.

14. A group of workers should be specially trained in accident prevention and first aid work.

Aids to Safety

Technical descriptions of some safety requirements include:

1. Local exhaust ventilation—The dipping or spraying operation should be provided with a local exhaust system consisting of a properly designed sucking hood or booth, suitable piping, and a fan capable of maintaining sufficient controlling or confining velocities, usually 30 feet a minute inside of a dip tank enclosure and 100 feet of air per minute through spray booths.

The fan wheel should be of non-

ferrous material. Motors, lights, and other electrical equipment should be installed in accordance with the National Electrical Code of the National Board of Fire Underwriters (NBFU). The NBFU also has standards for dip and spray coating exhaust systems.

The dip tank is usually provided with a heat-operated self-closing cover or automatic carbon dioxide extinguisher system. The spraying gun is usually interlocked with the exhaust fan by means of a valve so the fan must be operating before spraying can be performed.

Properly designed local exhaust ventilation will eliminate the fire and explosion hazard as well as the health hazards from the spray booth and dip tank system.

2. Air Drying—Air drying of the coated objects is an important and critical part of the process. This air drying will release solvent va-

pers into the workshop atmosphere in concentrations which may be toxic and flammable.

The easiest solution to the problem would be a ventilated enclosure of the drying process exhausted at a rate sufficient to prevent dissipation of toxic vapors into the workshop and to prevent accumulation of explosive concentrations within the enclosure. This has not usually been found practical.

The alternative is to provide enough general ventilation of the drying area, suitably distributed, so as to dilute the vapors to concentrations below toxic limits. Such ventilation will also automatically eliminate any potential fire hazard from the flammable vapors released during drying.

This ventilation must be carefully designed so as to influence the relative drying area without subjecting the drying objects to excessive drafts.

Honoring Italian Democracy



Italian American Labor Council held recently to Mayor Anselmo Martini of Molinella, Italy, who is a Social Democratic member of the Italian Parliament. At head table, at dinner in his honor, are (left to right) Jay Lovestone, executive secretary, AFL-CIO Free Trade Union Committee; Salvatore Noto, Local 89 assistant; First Vice Pres. Luigi Antonini; Local 89 general secretary; Mayor Martini; Mrs. Antonini; and Vice Pres. Howard Molisani, manager of Local 48.

IUD CONVENTION TOLD LABOR GIRDS TO BEAT RACKETS, UNION FOES

AFL-CIO Pres. George Meany told delegates to the second Constitutional Convention of the AFL-CIO's Industrial Union Department that the federation is set to fight on two fronts.

"There will be no surrender to those within our movement who speak of great treasures and great resources and war against the AFL-CIO," he declared, "because the AFL-CIO, as strong as it is, cannot carry the load of corruption."

On the second front, the AFL-CIO leader said "our eyes will be open for a repetition of 1947—and labor will make an all-out fight against legislation directed to weakening the trade union movement."

In this formal report to the convention, IUD Pres. Walter Reuther declared that "at home and abroad there are some who would like nothing better than to utilize this moment to wreck our unions and destroy our unity."

"The Communist world has long recognized that its chances of success are enhanced when free unions are enfeebled. Despite this, there are powerful forces at home who would impose crippling legislation upon our movement and weaken our collective bargaining efforts. Our job is to bring to the American people the truth concerning our unions, their purposes, and the gains that we have helped to achieve for all citizens."

ILGWU Executive Vice Pres. Louis Stulberg headed the union's delegation to the confab consisting also of Vice Presidents Charles R. Zimmerman, Louis Meyer, H. V. Greenberg and Howard Malcolm.

Some 400 delegates from 71 AFL-CIO affiliates attended the confab.

'91' Meet Nov. 21 On Contract Slate

Members of Local 81, New York Children's Dreamakers, will meet at Manhattan Center Thursday, Nov. 21, at 3:30 P.M. for the latest report on the status of negotiations with employer associations for a new contract, reports Vice Pres. Harry Greenberg, local manager.

Improvements sought by the union include wage increases, boosts to membership, a rise in contributions to the retirement fund, additional paid holidays and payoffs of overtime after regular daily hours.

With the current contract slated to expire Jan. 1, the local chair-ladies recently voted to recommend to the membership a meeting to discuss the membership's policy of "no contract, no work" unless agreement is reached by that date.

Unofficial Delegates to the UN



Well-informed, though "without portfolio," unofficial delegation of global union members of Local 117, New York Cloth Co., visited United Nations headquarters recently as part of local's continuing program of membership education. Vice Pres. Benjamin Kaplan, local manager, is at far right.

Pen First N'East Agreements With Sands, Glamour in Mass.

Workers at the Sands Sportswear plant in Quincy, Mass., who were recently brought into the ILGWU family via the Northeast Department's current Massachusetts organizing drive, have just won their first union contract, reports Vice Pres. David Gindoff, Northeast director.

Their new agreement provides an across-the-board increase of 7 per cent, a 35-hour week, paid holidays and vacations, health, welfare and retirement benefits and other standard ILGWU contract terms.

An ILGWU pact has also been signed at the newly-opened Glamour Maid shop in Everett, Mass.

Union negotiators in both cases included Mary Levin, Northern New England manager; Boston Joint Board Executive Agent Milton Kaplan; and Massachusetts General Organizer Frank Lyons. Vice Pres. Philip Kramer, manager of the Boston Joint Board, cooperated actively with the union negotiating team.

Jelencs Talks

In Springfield, Mass., contract parties are currently in progress with the Jelencs Sportswear firm, whose 40 workers were recently signed up by staffer Frank Percetti. Representing the union are Vice Pres. Kramer and Springfield District Manager Ralph Roberts. Negotiations are also in progress

at Maynard Dress, in Everett, Mass., and Walham Dress, in Walham, Mass., where Organizer Margaret Devlin has signed up the shop's employees.

"Organizing efforts are in full swing at Central Sportswear, in Rockland, Mass., and Bridge Sportswear, in Lowell."

Story of Hungarian Revolt On Sale at ICFTU in N. Y.

"Four Days of Freedom," a comprehensive account of the background, origins, course and aftermath of the Hungarian revolt (reviewed in the last issue of JUSTICE), may be obtained by sending \$1.50 to the International Confederation of Free Trade Unions, 20 West 40th St., New York 18, N. Y.

Closely documented and well illustrated, this 216-page document is a powerful indictment of Soviet colonialism and an inspiring message to the workers of the free world.

EOT Renewal Talks Under Way Covering 800 at 5 Bra Firms

Contract renewal parleys opened this month between the Eastern Out-of-Town Department and five major corset and brassiere firms employing more than 800 workers in New Jersey, New York and Connecticut. Current agreements, in all cases but one, expire on Dec. 31.

CLEVELAND PARLEYS BEGIN ON ILG DEMAND FOR WAGE INCREASES

Conferences have started with the Cleveland manufacturers on union demands for 10 per cent pay increase under the wage-reopposing clause in the collective contract, reports Vice Pres. Nicholas Krizan, director of the Ohio-Kentucky Region.

The Cleveland Joint Board is represented in the talks by a committee headed by Director Krizan, Assistant Director William Kaufman, Manager Meyer Berkman and Pres. Ed Zlikof of the Local Board.

Assistant Director Kaufman was re-elected for a second term to the post of vice president of the Kentucky Federation of Labor at its convention held last month. Kaufman, who had been ILG supervisor in Kentucky for a number of years, was named assistant director of the region last year.

Morris Esig, president of the

Heading the union negotiating team in each area are EOT General Manager Edward Kramer and chief manager of the local affected. Union demands will include base wage, a \$1.15 minimum and increases in employer contributions to retirement funds.

The five firms are: Formez Foundations, a Haledon, N. J., shop employing 167 members of Local 161 (Henry Zacharin, manager). This contract expires Nov. 30.

Peter Pan, employing 145 members of Local 228 (Peter Detjen, manager), in East Newark, N. J. Gluckin, employing 150 members of Local 322 in Hackensack, N. J. and Saffron, N. Y.

Princess Pail, a Bridgeport, Conn., plant employing 260 members of Local 164. This contract expires Nov. 30. Local 164 Connecticut EOT Manager Sam Janis will serve on the union negotiating team here.

Sleeking Corset Co. of Belmont, N. J., employing 100 ILGers. Cincinnati Joint Board and active CIO chair-ladies, died on Nov. 5. He was mourned by the Cincinnati membership, which knew him as a stalwart for ILGWU and liberal causes.

CUTTERS COLUMN

Special Dress Cutter Meeting
Dec. 16 on Status of Contract

A special meeting of dress cutters of Local 10 has been called for Monday, Dec. 16, it is announced by Vice Pres. Moe Falkman, local manager.

The meeting, which will be held right after work at Manhattan Center, will deal with the present situation in the industry and the role of the cutters in giving the greatest possible support to negotiators seeking a new dress collective agreement.

Conditions that have arisen in the metropolitan dress market in recent years as a result of severely competitive conditions, particularly between New York and out-of-town shops, present the chief challenges, General Manager Julius Hochman told a meeting of the Dress Joint Board on Nov. 4.

Grim determination to meet the problem head-on and solve it, regardless of cost or consequence, was expressed at the session.

Seek Coordination

In coming negotiations on renewal of the agreements, the union will take a firm stand on their enforcement. It will insist on arrangements that will provide iron-clad guarantees of full contract observance uniformly throughout the metropolitan dress market.

To this end, plans are being worked out to coordinate the activities of the Eastern Out-of-Town and Northeast Departments with the Dress Joint Board.

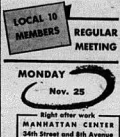
"The working conditions and earnings of the 3,500 dress cutters in New York and New Jersey are satisfactory today," Falkman told the Dress Joint Board, "but how long can they remain so if the conditions of the other workers in the other crafts deteriorate from season to season?"

Declaring that Local 10 could not remain strong unless the dress union as a whole was strong, he said the cutters were ready and willing to assume their traditional role as shock troops in any struggle that may develop.

Cutter Demands

The first negotiating session with the dress employers is scheduled for next month. While the list of demands has not been made public, it is expected that they will call for a wage increase and other improvements.

Special demands, particularly applicable to cutters, were submitted. One of these will seek to eliminate a number of "cut-up" departments which



consist of several cutters who set up in business with several cutting machines and tables only and handle cutting jobs for various firms.

The union will insist on their being outlawed, though few in number, to prevent their spread. With-out a full complement of workers in all crafts, this type of producing unit cannot be recognized as one with which it can have contractual relations.

Spring Season Work

Most workers in the cloak trade have continued working right into the spring season, though there were some layoffs. It is expected that all will be employed within two weeks, when the season hits its stride. Many dress cutters already are working on cruise-wear lines.

A good season is anticipated.

Work on underwear and negligees, which are big items in the Christmas trade, has slowed down. All cutters in this branch were employed, but the volume of work did not come up to expectations.

Blouses and brassieres had a spotty work season, but production of children's dresses was stable and steady.

This should help to facilitate the writing of a new agreement with the children's dress employers, as the old one expires at the end of the year. The union is asking for a 10 weekly wage increase for cutters, higher employer contributions to the retirement fund, a union label and severance pay.

N'EAST MGR SPARKS
VICTORY OF LIBERAL
FOR OSWEGO MAYOR

The Liberal Party was the victor this month in a three-cornered race for Mayor of the Upstate New York city of Oswego. Running for the office for the second time, trade unionist Vincent A. Corselli, the Liberal candidate, beat out both Republican and Democratic opponents with a sizable plurality.

In his first independent Liberal campaign for the office two years ago, Corselli came in second.

A Liberal 'First'

Corselli's victory—making him the first Liberal Party independent candidate in the state to be elected Mayor since the party was founded in 1943—followed a well-planned and dynamically conducted campaign, spearheaded by Martin Rose, manager of ILGWU Local 326 and president of the Northeast Department's Upstate New York and Vermont District Council.

Rose, who is also president of the Oswego Department of Labor and Liberal Party county chairman, reports that active Liberal Party workers, together with the candidate, addressed union local and community organizational meetings throughout the election period.

Issues stressed by the Liberal campaigners were encouragement of industrial growth in Oswego and trade union representation in the city's administration.

Corselli, a science teacher in the Oswego City School for the past five years, is president of the local AFL-CIO teachers' union and secretary of the Oswego Federation of Labor.

WIDE RANGE OFFERED
VIA EDUCATION DEPT.
FOR MANY INTERESTS

Music appreciation and dance union techniques... social dancing and current events... a handcrafts and ILGWU History.

The range of free courses offered by the ILGWU Education Department to members in the New York City area is wide enough to suit the tastes, the interests and the special needs of every ILG'er.

Want to learn the tango or the Cha-cha-cha? ILGWU will meet at Treadle High School, 351 West 11th St., advanced classes on Tuesdays at 6 P.M., beginner's sessions at 4 o'clock on Wednesdays.

An attractive three-color leaflet has recently been mailed out, announces Education Director Mark Stern, to all members previously registered as students and to all New York City locals. It lists opportunities for ideas, recreation, exercises, skill and service—all free upon presentation of your union card. Pictures of classes in action accompany announcements of their meeting times and places, and names of the instructors.

A copy of the leaflet—called "For You Too!"—may be obtained by writing the ILGWU Education Department, 1110 Broadway, New York 19, or phone COlumbus 5-7000.

Catholic Group to Join
Canadian Labor Congress

The 100,000-member Canadian and Catholic Confederation of Labor, at a convention in Quebec, approved a special committee that will be sought with the Canadian labor Congress.

The principal condition is that the CCCC join the CLC as a national union with all its affiliated associations, federations and central council.

There are at least 15 national and international unions in the U.S. that negotiate with employers in two or more states.

Putting the Pen to '88' Pact Gains



Pay boosts and retirement fund gains for 2,800 members of New York Rubberized Novelty Local 98 became official at recent signing of agreement renewal. Seated, left to right, are Local Manager Daniel Nicavitz, ILGWU Executive Vice Pres. Louis Shulberg and Sidney Weiss, acting chairman of manufacturers' Association. Standing are Marshal Rosenberg, union attorney; Herbert Paskow, assistant local manager; Herman Jacobson, association secretary, and Abraham Edelman, association attorney.

Galbraith Speaks Nov. 21
At Final Feinberg Lecture

The third and final Israel Feinberg Memorial lecture for 1957 will be delivered on Nov. 21 by Dr. John Kenneth Galbraith, Harvard University professor of economics who, during World War II, was deputy administrator of the OPA. Dr. Galbraith will speak on "Labor as a Countervailing Power."

'23' MANAGER CITIES
MEMBERSHIP GAINS
IN PROGRESS REPORT

Twelve hundred members of New York Skirmishers Local 23 gathered at the Hotel Diplomat last month to hear a local progress report by Manager Louis Reis and to greet guest speakers Mayor Robert F. Wagner, campaigning for reelection under the Liberal and Democratic party banners, and Ben Davidson, executive director of the Labor Party.

Since last May, Reis reported, Local 23 has accepted 435 new members; present size of the local is over 8,000 and is pushing steadily upward.

Shop organizing gains have also been chalked up by the local during the past several months, Reis said, bringing the present total of firms under contract to 416—201 of them contractors, 41 manufacturers and 124 jobbers.

The pension committee shortly will rule on the eligibility of 91 applicants accepted by the retirement funds; those accepted will be added Jan. 1 to 200 retirees already on the rolls.

Reis noted that the eighth anniversary year of Local 23 classes in English for Spanish-speaking members had just begun with a fairly large registration. Classes meet on Monday and Wednesday evenings, he said, and tea and coffee are served at every session.

The talk will be given in the auditorium of the Paulson Institute of Technology, 225 West 24th St., New York City, starting at 8:15 p.m. Following his formal presentation, Dr. Galbraith will answer questions from the audience.

Galbraith attracted nationwide attention a few years ago with his book, "American Capitalism," which maintained that the "prime movers" of the American economy are not the laws of supply and demand, as economists have traditionally contended, but rather the opposing interests of business, labor and government.

The theme of New York Dress Shipping Clerks' Local 60-A under the direction of Ben Wolf, will present several new members.

Memorial to Feinberg

The Feinberg Memorial Lecture series, which is slated to continue through 1959, is free to the general public. It is sponsored by the Israel Feinberg Memorial Fund, established on the initiative of the New York City Board of Education in September 1953, the first anniversary of Feinberg's death, to honor the memory of the late ILGWU vice president, who served as general manager of the joint board from 1929 to 1952.

The fund is maintained by contributions from the Cloak Joint Board and other affiliates of the ILGWU, under the supervision of a board of trustees headed by Pres. Daniel Dubinsky as chairman and Vice Pres. Isidore Nagler as secretary-treasurer.

Map Activity Plans for L.A. Retirees

Social workers and community service specialists are expressing great interest in proposals of the Los Angeles Cloak Joint Board, together with the coat and suit industry, to provide an integrated program of activities for retired members, according to Vice Pres. Samuel Otto, Pacific Coast director, and Manager Isidore Steiner of the joint board.

A meeting of union and industry representatives held at cloak union offices on Nov. 1 considered the problems of maintaining a close relationship between the union and

retirees and keeping them in activities which they will consider socially productive as well as interesting.

Speakers at the meeting with Steiner were Harry LeCover, president, and Philip Garb, executive secretary of the Los Angeles Coat and Suit Manufacturers Association; Educational Director Sigmund Arywiz; and ILGWU Attorney Basil Feinberg.

Signing Los Angeles Cloak Pact



Formal signing of the Los Angeles coat and suit industry renewal took place recently. Pictured above are (seated, left to right) employer spokesmen Phil Garb and Harry LeCover; Isidore Steiner, Cloak Joint Board manager; Vice Pres. Samuel Otto, Pacific Coast director. Standing, left to right, are employer attorney Oscar Grossman; Impartial Chairman Ad G. Zaluzi; Nicholas Barberian, joint board chairman; Basil Feinberg, union attorney.

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

CASH VALUES

THE RUSSIAN SPUTNIKS are causing rude awakenings. Not since Mr. Eisenhower took office has so much doubt been cast on the cash-value approach which his big-business colleagues brought to the conduct of national affairs. Indeed, the President himself, in his Oklahoma City address, gave an encouraging sign that the Administration is belatedly learning the lesson of the Russian triumphs. It seems ready to discard the balanced budget as the sacred cow of national policy in matters affecting the security of the nation.

The cash-value approach is characteristic of corporate policy making. It has permeated the President's Cabinet. It has seeped into the armed forces, which have drawn their civilian chieftains from corporate echelons. One result has been bitter competition among the branches of the armed forces in their outer-space programs, instead of the kind of cooperative effort through which we might at least have matched the Russian successes.

The sputniks are an alarm warning us that the military threat is real, that time is running out, that the need to buckle down is urgent. Our own prestige among the nations of the world, as well as our national security, is at stake. It will take more than platitudes and Madison Ave. slogans to win this one.

We need leadership that can muster the imagination and enthusiasm to replace cash-value policies with survival-value programs. More schools will cost more money; a revived respect for learning may clash with the stimulated worship of conspicuous wealth; the returns on research may be forthcoming for years. But these, more than balanced budgets, can help us regain what we have lost in recent weeks.

CASH VALUES RATHER THAN HUMAN VALUES are the roots of the outrageous activities of union-busters in the pay of management being uncovered by the McClellan Committee. Now there is no outcry by the molders of public opinion to match the clamor that arose during the exposing of crooks who had infiltrated into labor's ranks. By comparison, the revelations of payoffs by industrial giants to labor relations "experts" in order to keep unions out is receiving scant coverage.

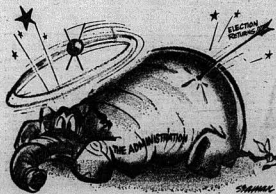
Organized labor lost no time in moving to clean its ranks, even at considerable jeopardy to its own strength, when wrong-doing was revealed. It has taken a firm and unambiguous stand in favor of corrective legislation.

But we have not heard the organizations of commerce and manufacturers thunder with righteous indignation now that malefactors are being unmasked in their own ranks. All that has happened has been the dismissal of its labor editor by Business Week "for giving advice to Dave Beck," but with strong praise for "the very valuable advice and counsel that he has repeatedly given to some of our leading business organizations." The rest is silence.

The organized employers of this nation have not protested the blocking of corrective health and welfare fund legislation by the huge insurance companies. Ever mindful of cash values, they have not condemned the union-busters who openly violated the law. Quick to demand restrictive labor legislation, they have made not the slightest move or gesture toward formulating a code of ethical management practices.

A great challenge confronts Mr. Eisenhower in the remaining years of his second term. He must find something more than balance sheets to feed the flame of freedom. We remain strong in our faith that a nation of free people has the decisive advantage. But we shall lose our souls and the world if we continue to ask of all things only: "What does it profit?"

"Enough!"



"... And Furthermore My Old Man Can Lick Your Old Man!"



Shadow of the Sputnik

By
Thomas K. Finletter

Excerpts from article by the Air Force Secretary in the Truman Administration, which appeared in a recent issue of The New Leader.

THE Russian launching of an artificial earth satellite is a major event in modern history, technically and politically.

The Russians have developed a sufficient thrust in their rocket engines and are on the road to solving the problems of electronic guidance—thereby solving two out of the three basic problems of the intercontinental ballistic missile. The third is the problem of re-entry—that is, how to prevent the intercontinental ballistic missile from burning up when it re-enters the atmosphere after its long flight in the air, above. Perhaps the Russians have solved that, too. They certainly are getting experience in it, since they seem to have fired many more intermediate-range ballistic missiles than we.

The political significance of Sputnik is more important. This dramatic event shows beyond any doubt that the Russians are determined to get air-atomic supremacy over the United States. If they ever get that, they will have us at their mercy—and the rest of the world.

Of course, the first thing we must do is to take this thing seriously. The present phase, what might be called the "unsafe" phase. We are only now beginning to comprehend it. This is the phase when, if war comes, even if we win it (if there is any such thing as winning this kind of war) American cities will be destroyed by the dozens and Americans killed and injured by the millions.

In short, our superiority has gone and the safe period is over. This is a dreadful shock, and we have tried to avoid thinking of it by various devices.

One is to talk of an atomic stalemate, which is another way of saying that all this is too horrible to happen and that therefore the Russian leaders will not let it happen. Unfortunately, we cannot count on the wisdom of the Russian leaders to that extent—not when our survival is involved.

Their plan obviously is to get absolute air-atomic supremacy over the United States. By this, I mean that Russia is trying to get such a superiority in the weapons of the future, especially in their quality, that it will be able to make an attack on the U. S., which will knock out our ability to hit back at them, or at least will knock out enough of our strategic air forces so that our counter-attack will be one which it can accept. If the Russians ever get to that stage, and it is quite

possible technically that they can—if we allow them to—we will be at their mercy.

THIS, I think, we must take as the meaning of the symbol of Sputnik. The Russians have, as it were, told us what they are going to do. Now it is up to us to do something about it. The first thing to do is to decide that we are not going to allow them to get this air-atomic superiority over us. We can stop them from getting it. There is no point in exaggerating Russian abilities in these matters.

For a long time now we have been under-estimating them; let us not now over-estimate them. All we need is a state of mind. We have the scientists, we have the engineers, and we have the character to be superior to them in the race for the weapons of the future.

But we do need a further decision. Obviously a world of the Communists and ourselves in a weapons race like this is not what we want to see in our day of world responsibility. So, moving from a position of strength, that is, from being superior to the Russians in air-atomic weapons, we should then lead in working for the control of these weapons of war.

AT first, in 1945 and 1946, when we had a monopoly in these weapons, we made generous proposals for a system of enforced disarmament. But these proposals were not acceptable to the Russians and there is indeed some question whether they would have been acceptable to the American people. It is asking a good deal to expect a people with overwhelming superiority in weapons either to be willing to give them up or to understand that the superiority is not going to last.

Now it is different. Now we would not be giving up a monopoly or a superiority in the air-atomic weapons if we should agree to their control, limitation or even their elimination from all national arsenals. Disarmament is now a practical policy for the United States, and therefore one which perhaps we would accept.

If we make it clear to the Russians that they are not going to be our superiors and that it would be wise for them to settle for not blowing up the world, they may agree.

Thus Sputnik calls on us for new policies, for a new determination to be strong, and for a new determination to work for peace.